

In the Claims:

1. (Currently Amended) A method comprising:
  - a) quantifying a first actual performance metric for a defined performance of an individual carrying out a defined performance task before an event occurrence bearing on an actual skill level for a particular skill of the individual, wherein the skill of the individual may or may not bear on the defined performance for the individual carrying out the task;
  - b) quantifying a second actual performance metric for the defined performance of the individual carrying out the defined performance task after the event occurrence; and
  - c) determining a result of the event occurrence on an ability of the individual to carry out the defined performance task based on the first and second actual performance metrics.
2. (Original) The method of Claim 1 further comprising analyzing a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence wherein the determining step is based on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.
3. (Previously Presented) The method of Claim 1 further comprising the following steps prior to quantifying the first actual performance metric:

defining a role associated with a required skill having a required skill level and the defined performance; and

associating the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill.
4. (Previously Presented) The method of Claim 3 further comprising:

analyzing a difference between the required skill level for the role and the actual skill level of the individual; and

determining if training is necessary to raise the actual skill level to the required skill level.

5. (Original) The method of Claim 3 wherein the defining step further comprises associating a desired performance metric for the defined performance associated with the role and further comprising associating the individual having an actual performance metric correlating with the desired performance metric of the role to the role.
6. (Currently Amended) The method of Claim 1 further comprising:
  - d) comparing the actual skill level of the individual before and after the event occurrence; and
  - e) correlating any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance task.
7. (Currently Amended) The method of Claim 1 further comprising:
  - d) comparing the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and
  - e) determining a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance task.
8. (Currently Amended) The method of Claim 1 wherein the event occurrence is a training event bearing on the actual skill level of the individual and further comprising:
  - d) quantifying a first actual performance metric for the defined performance of a second individual carrying out the defined performance task before the training event;
  - e) quantifying a second actual performance metric for the defined performance of the second individual carrying out the defined performance task after the training event, wherein the second individual is not subjected to the training event; and
  - f) comparing the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.

9. (Previously Presented) The method of Claim 8 further comprising:
  - g) identifying an increase between the first and second actual performance metrics of the individual and the second individual; and
  - h) indicating an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.
10. (Currently Amended) A method comprising:
  - a) defining a role associated with a required skill having a required skill level and requiring a defined performance for a task;
  - b) associating an individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill;
  - c) quantifying a first actual performance metric for the defined performance of the individual carrying out the defined performance the task before training bearing on the actual skill level for a particular skill of the individual, wherein the skill of the individual may or may not bear on the defined performance for the individual carrying out the task;
  - d) quantifying a second actual performance metric for the defined performance of the individual carrying out the defined performance task after the training;
  - e) analyzing a relationship between the first and second actual performance metrics before and after the training; and
  - f) determining a result of the training on the actual performance metric associated with the individual carrying out the task defined performance of the role.
11. (Currently Amended) A computer readable medium comprising software for instructing a computer to:
  - a) quantify a first actual performance metric for a defined performance of an individual carrying out a defined performance task before an event occurrence bearing on an actual skill level for a particular skill of the individual, wherein the skill of the individual may or may not bear on the defined performance of the individual carrying out the task;

- b) quantify a second actual performance metric for the defined performance of the individual carrying out the defined performance task after the event occurrence; and
- c) determine a result of the event occurrence on an ability of the individual to carry out the defined performance task based on the first and second actual performance metrics.

12. (Original) The computer readable medium of Claim 11 further comprising instructions to analyze a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence and determine the result based at least partially on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.

13. (Previously Presented) The computer readable medium of Claim 11 further comprising the following instructions prior to instructing the computer to quantify the first actual performance metric:  
define a role associated with a required skill having a required skill level and the defined performance; and  
associate the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill.

14. (Previously Presented) The computer readable medium of Claim 13 further comprising instructions to:  
analyze a difference between the required skill level for the role and the actual skill level of the individual; and  
determine if training is necessary to raise the actual skill level to the required skill level.

15. (Previously Presented) The computer readable medium of Claim 13 further comprising instructions to:

further define the role by associating a desired performance metric for the defined performance associated with the role; and

associate the individual having an actual performance metric correlating with the desired performance metric of the role to the role.

16. (Previously Presented) The computer readable medium of Claim 11 further comprising instructions to:
  - d) compare the actual skill level of the individual before and after the event occurrence; and
  - e) correlate any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance.
17. (Previously Presented) The computer readable medium of Claim 11 further comprising instructions to:
  - d) compare the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and
  - e) determine a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance.
18. (Currently Amended) The computer readable medium of Claim 11 wherein the event occurrence is a training event bearing on the actual skill level of the individual and further comprising instructions to:
  - d) quantify a first actual performance metric for the defined performance of a second individual carrying out the defined performance task before the training event;
  - e) quantify a second actual performance metric for the defined performance of the second individual carrying out the defined performance task after the training event, wherein the second individual is not subjected to the training event; and

- f) compare the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.
19. (Previously Presented) The computer readable medium of Claim 11 further comprising instructions to:
  - d) identify an increase between the first and second performance metrics of the individual and the second individual; and
  - e) indicate an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.
20. (Currently Amended) A computer readable medium comprising software for instructing a computer to:
  - a) define a role associated with a required skill having a required skill level and requiring a defined performance for a task;
  - b) associate an individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill;
  - c) quantify a first actual performance metric for the defined performance of the individual carrying out the performance task before training bearing on the actual skill level for a particular skill of the individual, wherein the skill of the individual may or may not bear on the defined performance for the individual carrying out the task;
  - d) quantify a second actual performance metric for the defined performance of the individual carrying out the performance task after the training;
  - e) analyze a relationship between the first and second actual performance metrics before and after the training; and
  - f) determine a result of the training on the actual performance metric associated with the individual carrying out the defined performance of the role task.

21. (Currently Amended) A system comprising:
  - a) a user interface; and
  - b) a central processing unit associated with the user interface and adapted to:
    - i. quantify a first actual performance metric for a defined performance of an individual carrying out a defined performance task before an event occurrence bearing on an actual skill level for a particular skill of the individual, wherein the skill of the individual may or may not bear on the defined performance for the individual carrying out the task;
    - ii. quantify a second actual performance metric for a defined performance of the individual carrying out the defined performance task after the event occurrence; and
    - iii. determine a result of the event occurrence on an ability of the individual to carry out the defined performance task based on the first and second actual performance metrics.
22. (Original) The system of Claim 21 wherein the central processing unit is further adapted to analyze a relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence and determine the result based at least partially on the relationship between the first and second actual performance metrics and the actual skill level of the individual before and after the event occurrence.
23. (Previously Presented) The system of Claim 21 wherein the central processing unit is further adapted to:
  - define a role associated with a required skill having a required skill level and the defined performance; and
  - associate the individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill.
24. (Previously Presented) The system of Claim 23 wherein the central processing unit is further adapted to:

analyze a difference between the required skill level for the role and the possessed skill level of the individual; and

determine if training is necessary to raise the actual skill level to the required skill level.

25. (Previously Presented) The system of Claim 23 wherein the central processing unit is further adapted to:
  - iv. further define the role by associating a desired performance metric for the defined performance associated with the role; and
  - v. associate the individual having an actual performance metric correlating with the desired performance metric of the role to the role.
26. (Previously Presented) The system of Claim 21 wherein the central processing unit is further adapted to:
  - iv. compare the actual skill level of the individual before and after the event occurrence; and
  - v. correlate any difference between the actual skill level of the individual before and after the event occurrence with the ability of the individual to carry out the defined performance.
27. (Previously Presented) The system of Claim 21 wherein the central processing unit is further adapted to:
  - iv. compare the actual skill level of the individual before and after the event occurrence with the first and second actual performance metrics; and
  - v. determine a result of changes in the actual skill level of the individual before and after the event occurrence on the ability of the individual to carry out the defined performance.
28. (Previously Presented) The system of Claim 21 wherein the event occurrence is a training event bearing on the actual skill level of the individual and the central processing unit is further adapted to:

- iv. quantify a first actual performance metric of a second individual carrying out the defined performance before the training event;
- v. quantify a second actual performance metric of the second individual carrying out the defined performance after the training event, wherein the second individual is not subjected to the training event; and
- vi. compare the first and second actual performance metrics of the second individual with the first and second actual performance metrics of the individual to determine effectiveness of the training event on the actual skill level.

29. (Previously Presented) The system of Claim 21 wherein the central processing unit is further adapted to:

- iv. identify an increase between the first and second actual performance metrics of the individual and the second individual; and
- v. indicate an influence other than the training event causing the increase between the first and second actual performance metrics of the individual and the second individual.

30. (Currently Amended) A system comprising:

- a) means for defining a role associated with a required skill having a required skill level and requiring a defined performance for a task;
- b) means for associating an individual having a possessed skill correlating with the required skill of the role and an actual skill level quantifying the possessed skill;
- c) means for quantifying a first actual performance metric for the defined performance of the individual carrying out the defined performance task before training bearing on the actual skill level for a particular skill of the individual, wherein the skill of the individual may or may not bear on the defined performance for the individual carrying out the task;
- d) means for quantifying a second actual performance metric for the defined performance of the individual carrying out the defined performance task after the training;

- e) means for analyzing a relationship between the first and second actual performance metrics before and after the training; and
- f) means for determining a result of the training on the actual performance metric associated with the individual carrying out the defined performance of the role task.